



THE  
**GARIBALDI**  
SCHOOL

# **Anti-Bullying Policy**

## The Garibaldi School



**Approved by:** TILT

**Date:**

**Last reviewed on:** 31 August 2022

**Next review due by:** 31 August 2023

## **Introduction and aims**

Bullying in any form will not be tolerated in any schools within our Trust.

## **Purpose**

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive students can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up. It is clear that certain jokes, insults, threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or student, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child be best able to benefit from the opportunities available at the school.

The Trust is completely opposed to bullying and will not tolerate it. Bullying is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment. As such, everyone has a responsibility for safeguarding and promoting the well-being of all students and all staff have a duty of care to ensure our students are protected from harm, and this includes bullying.

## **Principles**

We will:

- Adopt a definition of bullying that is agreed across the Trust.
- Have a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Seek to involve all stakeholders in the implementation and monitoring of this policy.
- Promote positive action to prevent bullying through our personal development curriculum, mentor provision, pastoral programme, related activities and through wider curriculum opportunities.
- Provide support for all members of the school community that may be involved in dealing with an incident of bullying.
- Provide appropriate training for both staff and students to support the implementation of the policy across the School.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.
- Pay due regard for those students with SEND who may be at higher risk of peer group isolation and can suffer a disproportionate impact of bullying. Students with SEND may have difficulties with communication and it is important that staff are aware of changes to behaviour or mood. Injuries may not be consistent with their SEND but could be related to incidents of abuse or bullying.

## **Definition of bullying**

There may sometimes be misunderstanding about the meaning of the term 'bullying'. One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of 'bullying'.

We define bullying as persistent or repeated, deliberate attempt to hurt or humiliate someone.

There are various types of bullying, but most have three things in common:

- It is deliberately hurtful behaviour
- It is repeated over time
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves

Bullying can occur through several types of anti-social behaviour.

It can be:

**Verbal** - Name-calling, sarcasm, spreading rumours, teasing, harassment

**Emotional** - Being unfriendly, tormenting (e.g. hiding books, threatening gestures or actions). Inappropriate 'looks' or body language designed to intimidate or exclude from groups, games or activities.

**Physical** - Pushing, kicking, shaking, biting, hitting, punching or any use of violence that may cause physical harm. Unwanted physical contact including an 'invasion of personal space', This includes the threat of violence or the encouragement of physical harm towards another.

**Prejudiced** - Racial/sexual/homophobic taunts, graffiti, gestures, comments on identity/culture/beliefs. Unwanted physical contact or threats/harassment

**Sexual** - Unwanted physical contact, sexual harassment or sexual comments, remarks, jokes. Causing someone to engage in sexual activity without consent including forcing someone to strip or touch themselves sexually. Rating appearance and derogatory remarks. Up-skirting designed to obtain images of buttocks or genitalia which can cause distress, alarm or humiliation. In extreme cases, rape, assault by penetration and sexual assault / violence.

**Online** - All areas of internet use such as email, social media and internet misuse. Mobile threats by text messaging and calls, sharing of consensual or non-consensual nude or semi-nude images (sexting or youth produced sexual imagery). Misuse of associated technology; i.e. camera and video facilities

Hazing or initiation rituals which may involve harassment, abuse or humiliation, this can be online or in person.

### **Cyber-bullying**

To help prevent cyber-bullying, we will ensure that pupils understand what it is and what to do if they become aware of it happening to them or others. We will ensure that pupils know how they can report any incidents and are encouraged to do so, including where they are a witness rather than the victim.

The school will actively discuss cyber-bullying with pupils, explaining the reasons why it occurs, the forms it may take and what the consequences can be.

Teaching staff are also encouraged to find opportunities to use aspects of the curriculum to cover cyber-bullying. This includes through the Personal Development curriculum, which includes personal, social, health and economic (PSCHE) education, and other subjects where appropriate.

All staff, governors and volunteers (where appropriate) receive training on cyber-bullying, its impact and ways to support pupils, as part of safeguarding training.

The school also sends information on cyber-bullying to parents so that they are aware of the signs, how to report it and how they can support children who may be affected.

In relation to a specific incident of cyber-bullying, all schools will follow the processes set out in their anti-bullying strategy and the school behaviour policy. Where illegal, inappropriate or harmful material has been spread among pupils, the school will use all reasonable endeavours to ensure the incident is contained.

The DSL will report the incident and provide the relevant material to the police as soon as is reasonably practicable, if they have reasonable grounds to suspect that possessing that material is illegal. They will also work with external services if it is deemed necessary to do so.

### **Roles and Responsibilities**

It is the responsibility of every member of the school community to work together to combat and, hopefully in time, to eradicate bullying. The Head Teacher is ultimately responsible for the well-being of all students and staff.

All staff, students and parents should be made aware of the individual schools anti-bullying strategy and policy alongside awareness being raised of the issues associated with bullying.

### **Staff**

All staff will:

- Treat each other respectfully
- Foster in our students' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students
- Be alert to signs of distress and other possible indications of bullying
- Listen to children who have been bullied, take what they say seriously and act to support and protect them
- Report suspected cases of bullying to appropriate member of staff (i.e. Mentor, Pastoral Manager, Head of Year)

### **Students**

We expect our students to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- Intervene to protect the student who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances. Witnessing bullying without acting or reporting it will be regarded as offering tacit support for the bully and effectively joining in with the bullying. Anyone who becomes the target of bullies should:
  - Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets
  - Not use bullying tactics themselves as retaliation

### **Parents**

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying

- Taking appropriate responsibility for the use and misuse of technology, including social media
- Advising their children to report any bullying to a member of staff and explain the implications of allowing the bullying to continue unchecked, for themselves and for other students
- Advising their children not to retaliate violently to any forms of bullying
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken; whilst helping to foster confidence, assertiveness and negotiation skills to deal with unkind behaviour
- Informing the school of any suspected bullying, even if their children are not involved
- Co-operating with the school, if their children are accused of bullying, trying to ascertain the truth
- Speaking respectfully when talking to all members of school staff

### **Creating a positive learning environment**

- The Trust School Behaviour Policy explains how positive behaviour in school is used to create an environment where students take responsibility for their own and each other's well-being
- Curriculum opportunities in class are used to raise awareness about bullying and our anti-bullying policy, create an anti-bullying ethos and encourage students to manage their relationships positively with others
- We use the SMSC (social, moral, social and cultural) and British Values programmes to develop skills such as empathy and the management of feelings, thereby providing continuity from primary to secondary education.
- Assemblies and Development Time with mentors are also used to promote awareness of the negative consequences of bullying
- The Trust also believe in raising awareness through the Anti-Bullying week events, which provides a direct link to school experiences
- Whenever possible, Trust schools will endeavour to work with feeder schools, parent/carers and students to create the best possible learning environment for every student
- We aim to provide understanding and tolerance of all our differences and encourage our students to disown bullying in any form. Transitional visits by staff and peer mentors into primary schools ensure continuity and coherence in our approach to behaviour, particularly bullying.

### **Bullying Log**

All incidents of bullying will be recorded on the Bullying Log to allow tracking, monitoring and evaluation. This will in all instances include:

- Incident details
- Action taken including sanctions applied
- Resolution
- Staff involved

This information will be used by the Strategic Leadership Team and Pastoral Teams for:

- Sharing of good practice
- Ensuring parity in dealing with incidents
- Identifying where bullying is a factor in non-attendance at school
- Exclusion data relating to bullying

### **Sanctions**

Will be issued in line with the behaviour policy

### **Complaints**

If a parent or member of staff is not satisfied with the steps taken as a result of a bullying, the complaints procedure is the same as for other complaints.

### **School Specific Procedures**

Students are encouraged, in the first instance, to report any incidents of bullying, suspected or otherwise, to their mentor. However, students are aware that reports can be made to any member of staff at any time. Alternatively, the school website contains a reporting page, which students can use anonymously if desired, where reports of bullying can be made.

Staff will work with the student reporting the incident to establish whether the incident(s) being reported constitute bullying. Where it is suspected that bullying may have occurred, the Students Services team of Pastoral Managers will undertake an investigation.

The facts surrounding the incident(s) including the dates and times that the incidents occurred and the names of witnesses who may have been present will be collected. Students may be asked to provide a written statement to support the investigation process and where CCTV footage can be gathered, to inform this investigation, this will be viewed by the Pastoral Manager investigating.

If found to have occurred bullying has occurred, the parent of the victim(s) and alleged perpetrator(s) will be contacted.

A sanction will be issued to the perpetrator(s) which, depending on the nature of the incident, may be an exclusion. This may be an internal exclusion where students are isolated during lessons and social times in the INTEX on-site or students may receive an ALTEX exclusion which is served off-site at Meden School – another of the NOVA Trust's secondary schools.

Wherever possible, and only with the agreement of the victim, a restorative meeting will take place between the victim and perpetrator. The investigating Pastoral Manager will be present to facilitate the meeting. The aim of the meeting is to acknowledge the occurrence of the incident(s), share the impact of this on the victim (if appropriate), to repair the relationship and gain a commitment that the behaviour will not be repeated.

The mentors of the students involved will be informed to enable further monitoring and support to be given to both victim(s) and perpetrator(s).

